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Minutes, College of Arts & Sciences Faculty Meeting, April 13, 1999

Arts & Sciences Faculty

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GENERAL MEETING

ARTS & SCIENCES FACULTY

Tuesday, April 13, 1999

12:30 - 1:45 p.m.

Bush Auditorium

- I. Call to Order
- II. Approval of Minutes from March 16, 1999
(distributed)
- III. Announcements and Information
- IV. Old Business
- V. New Business
 - A. Proposed Changes to the Bylaws (see attachments)
 - 1. Change in Presidential term (Article III)
 - 2. Faculty Appointments (Article VIII)
 - B. Elections to Governance Offices
(ballot distributed separately)
(nominations will be accepted from the floor)
 - C. Academic Affairs Committee
 - 1. Jewish Studies Minor (see attachment)
- VI. Reports
- VII. Adjournment

Subject: APPROVED A&S Minutes March 16, 1999

Date: Thu, 15 Apr 1999 08:23:58 -0400

From: Donald Davison <DDavison@Rollins.Edu>

Organization: Rollins College

To: Donald.Davison@Rollins.Edu

To: Members of the Arts and Sciences Faculty
From: Scott Hewit, Vice President and Secretary
Date: March 28, 1999
Subj: Minutes of the Faculty Meeting March 16, 1999
APPROVED April 13, 1999

The March 16, 1999 meeting of the Arts and Sciences Faculty was called to order by Don Davison at 12:40 PM.

Those in attendance were Mark Anderson, Pedro Bernal, Erich Blossey, Alexander Boguslawski, , Bill Boles, Rita Bornstein, Wendy Brandon, Stephen Briggs, Gloria Child, Edward Cohen, Lezlie Couch, Don Davison, Joan Davison, Larry Eng-Wilmot, Richard Foglesong, Yudit Greenberg, Eileen Gregory, Laura Greyson, Scott Hewit, Alicia Homrich, John Houston, Gordie Howell, Richard James, Jill Jones, Stephen Klemann, David Kurtz, Harry Kypraios, Patricia Lancaster, Barry Levis, Susan Libby, Richard Lima, Margaret McLaren, Robert Moore, Joseph Nassif, Steven Neilson, Marvin Newman, Alan Nordstrom, Maurice O'Sullivan, Pedro Pequeno, Steve Phelan, Judy Provost, Roger Ray, Kathleen Reich, David Richard, Wally Schmidt, Eric Schutz, Chris Skelley, James Small, Robert Steen, Paul Stephenson, Marilyn Stewart, Manuel Vargas, Luis Valdes, Richard Vitray, Leigh Ann Wheeler, Gary Williams, Wenxian Zhang

Students in attendance: Glenn Fleming, Gregory Linton, Julia Boguslawski, Christiana Laventure, Sascha Heller, and Matthew Mitchell

II. Approval of Minutes from December 8, 1998

The minutes from the December 8, 1998 Faculty meeting were approved as distributed.

III. Announcements and Information

Don announced that governance position openings would be distributed this week, and encouraged faculty to fill the slate of candidates. He reminded faculty that committee positions could be 2 two year terms if individuals are so inclined, and that it is generally desirable to continue. A new President and Vice President are also needed. The Vice President is now a 2 year term, and thus carries more importance.

Rita Bornstein announced gifts, including 2 new Alfond gifts for the sports center from the Kresge Foundation and the Myers family. We are close to the 10.3 million goal for the sports center.

IV. Old Business

There was no old business.

V. New Business

A. Academic Affairs^{1/} (Jim Small)

1. Resolution #1 (see attached) - Elimination of Foreign Language Major, Creation of European Studies Major

Moved by Jim, seconded by Alex Boguslawski. The motion is supported by the Foreign Languages Department.

Marilyn Stewart asked if faculty who will be teaching in the new major have been consulted, and Jim responded that those people have been the focus of the proposal. Eileen Gregory indicated that the proposal had been sent out to department chairs involved, and that an open meeting had been held to welcome all input.

Pedro Pequeno asked how it was different from the International Relations major. Alex responded that studying abroad and the study of multiple languages were part of the purpose of the major. Luis Valdes noted that prerequisites for political science courses included in the proposed major needed to be remembered, and suggested that POL 100 be added as an option.

Alex assured us that not all potential courses were actually listed, and Richard Lima indicated that additional possible changes from departments would still be considered. Alex also indicated that there would be a coordinator to help with the transition into the new major.

The resolution was unanimously adopted.

2. Resolution #2 (see attached) - Elimination of German Major

Moved by Jim, seconded by Richard Lima.

Luis Valdes asked for elaboration of the role of the German faculty in the European Studies Major. Alex responded that first of all, the role of adjuncts was not viewed by the college as a factor to be considered. He then indicated that the German faculty would work primarily with the study abroad element and the study of the German language.

Richard Lima assured us that Nancy Decker supported the proposal.

The resolution was unanimously adopted.

3. Resolution #3 (see attached) - Revision of English Major

Moved by Jim, seconded by Maurice O'Sullivan.

The resolution was unanimously adopted.

B. Other

1. Resolution concerning benefits introduced by Barry Levis

Moved by Barry, seconded by Lezlie Couch.

Barry informed us that a proposal concerning benefits for domestic partners was presented a few years ago to the administration. The Executive Committee was told that it would not be acted upon until other institutions in the state established such policies. Disney and Nations Bank then did establish such policies. We were then told that it would not be acted upon until other colleges established such policies.

Eckerd College established a policy. We were then told that it would not be acted upon until the University of Florida or University of Miami established such a policy. We were told that fundraisers would not support it.

Socky suggested that we have other issues that need to be addressed, and that we do have a committee for this issue.

Erich Blosssey acknowledged that the Finance and Service Committee had studied the issue, that cost charges were seen as minimal, and that when the Executive Committee passed it, it stayed with the Administration. Socky suggested that we needed to connect this issue with a more global approach to benefits.

Joe Nassif informed us that Finance and Service has been working on the health plan in the fall of 1998, and that they plan to review it in July. There has been no progress on the benefits issue due to a lack of response from the Administration, and that we need to have closure on the issue.

Luis Valdes asked for the meaning of partner. Barry Levis responded that it meant a long term relationship with evidence of joint ownership. Erich Blossey indicated that criteria for the term came from a Stanford study. Alan Nordstrom asked about heterosexual unmarried couples, and Erich responded that under Florida law they have the right to marry, while same sex partners do not.

Eileen Gregory asked what we were voting on. Don Davison responded that we were voting to establish a sentiment of the faculty. The Executive Committee adopted a resolution last year, sent it to the Administration who considered it during the fall of 1998. In January 1999, President Bornstein decided to hold off on the policy until after the capital campaign ended in 2001.

Jim Small felt that we needed to look at the fiduciary responsibility of the college, that we were extremely vulnerable financially, and that he supported the Administration's decision.

Barry Levis responded that in the 1950s Rollins was concerned about admitting black students for the same reason. Joe Nassif asserted that the President was in favor of the policy, that we are not confronting the Administration, and that he would like President Bornstein to address the issue.

Rita began by indicating that Henry Holt had only wanted to admit a few Jews in his day as President. She stated that she was in favor of the policy. She queried the Executive Committee of the Board of Trustees. She wants to get the benefits without disrupting the college. She is trying to educate the board. She indicated that we will adopt the policy, but that we do not want to be the first. She is loathe to come to the Board of Trustees for fear that they will turn it down. She feels passionately about the issue, but it is a matter of timing. She wants to have other schools and businesses do it. She ended by saying that she supports the resolution today, but wants to promise victory when she takes it to the Board of Trustees.

Joan Davison suggested that in the future we consider who we appoint to the Board of Trustees, that we are an educational, not for profit institution. Rita responded that over 60 percent of the Board of Trustees are Rollins graduates, and that they are more diverse than ever. Joan Davison replied that they would have attended Rollins when we did not admit blacks.

Margaret McLaren reminded us that we are not considering a policy at this time, just a faculty resolution, and moved for a vote. Judy Provost added her support to the resolution. Bob Moore suggested that this resolution was another way to educate the Board of Trustees.

Matt Mitchell indicated that the sense of the student body is that they support the resolution.

The resolution was unanimously adopted.

VI. Reports

A. Executive Committee

1. Domestic Partners Policy

Already reported above.

2. Winter Inter - Session

Steve Briggs gave a brief summary. Approximately 60 students participated, several Holt students, and some faculty, led by Phil Deaver, Gary Williams, and Rick Foglesong. The session extended over 3

days. Participants watched "Eyes on the Prize," and read parts of Halberstam's book on children. Participation was vigorous. Was it important? Experimentation is important, and it was a very good experiment. We can vary it if we wish to repeat it. We need more opportunities to experiment and grow our curriculum.

Joan Davison inquired about the cost of the session. Steve responded that Halberstam cost \$10,000, and that there was an operating budget of approximately \$4,000. Lezlie Couch reminded us that it was part of the Winter Term with the Writers program.

Steve Neilson reported no behavior problems.

Matt Mitchell asked about plans for next year. Steve responded that they may want more students involved, although Gary Williams had commented that 60 students was about right for such a session. We may need to select our speaker early, advertise early, and determine a good size for the session, the right level of speaker, and a reasonable cost for the session. He also asserted that the faculty need to like the topic in order to support the session.

Steve Klemann spoke as a participant. He observed some very active conversation, among the best he has seen at Rollins. Very few students just sat back. As for the future of the session, he suggested to Steve more advanced planning, and to consider perhaps three of these so students had a selection of sessions.

Gary Williams expressed some concern about planning on the fly. He also publicly acknowledged Rick Foglesong on his skills in leading the discussion. Gary had mixed feelings on having 2-3 sessions, wondering for one thing if we had venues to hold that many simultaneously. Socky O'Sullivan suggested that we try to use the resources to somehow benefit more students, perhaps by getting the speaker to stay longer. He also raised the possibility of revising the 99-00 calendar to facilitate his suggestions. Steve Briggs responded that this event does not effect the calendar, that trips taken by students and faculty were what affected the calendar.

He then asked whether we want to retain the opportunity to take such trips in the winter.

Julia Boguslawski spoke as a student participant. She said the session affirmed her decision to attend a smaller school, that it was amazing. For next year, she suggested choosing another controversial topic, and decidedly supported the expansion of the session.

Steve then asked for faculty sentiment toward another 2-4 day experiment.

Roger Ray asked about assessment of the session. Steve responded that student evaluations were done, but that no learning assessment was conducted.

Don asked for a show of hands in favor of repeating the winter interval. The majority of those present indicated their support.

VII. Adjournment

The meeting was adjourned at 1:40 PM.

Respectfully submitted,

Scott Hewit, Vice President and Secretary

Subject: Unapproved Minutes A&S Meeting April 13, 1999

Date: Sun, 25 Apr 1999 17:31:05 -0400

From: Donald Davison <DDavison@Rollins.Edu>

Organization: Rollins College

To: Donald.Davison@Rollins.Edu

To: Members of the Arts and Sciences Faculty
From: Scott Hewit, Vice President and Secretary
Date: April 20, 1999
Subj: Unapproved Minutes of the Faculty Meeting,
April 13, 1999

I. Call to Order

The April 13, 1999 meeting of the Arts and Sciences Faculty was called to order by Scott Hewit at 12:45PM. Those in attendance were Mark Anderson, Pedro Bernal, Gay Biery-Hamilton, Erich Blossey, Bill Boles, Wendy Brandon, Sharon Carnahan, Gloria Child, Doug Child, Donna Cohen, Tom Cook, Don Davison, Joan Davison, Nancy Decker, Larry Eng-Wilmot, Rick Foglesong, Elise Friedland, Lynda Glennon, Yudit Greenberg, Don Griffin, Naomi Harrison, Bill Hepburn, Scott Hewit, Alicia Homrich, John Houston, Richard James, Jill Jones, Steve Klemann, David Kurtz, Harry Kypraios, Susan Lackman, Barry Levis, Susan Libby, Margaret McLaren, Ruth Mesavage, Bob Moore, Joe Nassif, Pedro Pequeno, Steve Phelan, Judy Provost, Karl Peters, Kathleen Reich, Phil Roach, Ed Royce, Maria Ruiz, Eric Schutz, Anne Skelley, Jim Small, Robert Steen, Marilyn Stewart, Luis Valdes, Larry Van Sickle, Manuel Vargas, Richard Vitray, Bonnie Walker, Leigh Ann Wheeler, Gary Williams, Wenxian Zhang.

No students were in attendance.

II. Approval of Minutes

The minutes of the March 16, 1999 meeting were approved as distributed.

III. Announcements and Information

1. John Houston asks that the Quality of Life survey be completed and returned to the box in the lobby before leaving the building.
2. Executive Committee has asked the Academic Affairs Committee to study the relationship between minors/concentrations and the overall college curriculum and report back to the EC during the fall semester.
3. A subcommittee of the Executive Committee has been created to study intellectual life at Rollins. Rick Foglesong has agreed to chair this subcommittee, which will look at the speaker series and other campus events which might enhance the intellectual climate here.
4. Julie Boguslawski has been elected the new SGA President.
5. The end of the year Faculty Party has been scheduled for May 8, starting at 5 or 6 PM, at the Cornell Fine Arts Museum patio. More information will be forthcoming.
6. Sunday April 18 is Faculty Day at the Ballgame. The game vs. St. Leo is at 1 PM. 25 people are needed to go forward with the BBQ.

IV. Old Business

None.

V. New Business

B. Elections to Governance Offices

Scott Hewit changed the order of the day so that election ballots could be counted. Phil Roach distributed ballots to those who did not pick them up at the door. The floor was opened for nominations for each office. None were offered for the offices of President or Vice President/Secretary. None were offered for positions on the Academic Affairs Committee or the Professional Standards Committee. Erich Blosssey and Joan Davison were nominated for positions on the Finance and Service Committee.

Jill Jones and Leigh Ann Wheeler were nominated for positions on the Student Life Committee. Nominations were then closed.

At 12:52 PM Don Davison resumed his duties as presiding officer at the meeting. Ballots were completed and gathered by Jim Small and Joe Nassif.

A. Proposed Changes to the Bylaws (see attachments)

1. Change in Presidential term (Article III)
The change was moved, seconded, and unanimously adopted.

2. Faculty Appointments (Article VIII)

The change was moved and seconded.

David Kurtz explained that the intent was to propose a 6 yr. limit for visiting appointments and a 7 yr. limit for tenure track appointments. All tenure track positions would be the result of national searches.

Don Griffin asked if the intent was to treat a person who has been here for 12 years as if s/he had only been here 6 years, and David responded that no, the FEC will make a decision based on the same criteria as they always have.

Jill Jones asked if this meant that a person could be in a non-tenured position for 13 years, and David responded that a person can go up for tenure earlier if they wish. After a few more questions about what the intent really is, David reasserted that the candidate in these cases should have the freedom to decide the best time to go up for tenure.

Harry Kypraios asked if the AAUP was OK with this, and David responded that we were OK as long as we follow our rules.

The motion was carried unanimously.

C. Academic Affairs Committee

1. Jewish Studies Minor (see attachment)

The motion was moved and seconded. Jim Small gave a brief background on the preparation of the minor. The motion was carried unanimously.

VI. Reports

Student Life (John Houston)

John invited faculty to click on the Student Life webpage and see the results of the Faculty Satisfaction Survey from last year.

There were no other reports.

Joan Davison requested that the Academic Affairs Committee investigate the issue of how many students are cleared for graduation, how many petitions are being made, how many are being granted, and what exceptions are being made.

Judy Provost announced that after a national search, Dr. Alicia Homrich had been offered the tenure track position in Counseling.

The results of the election were announced.

David Kurtz announced that if anyone who applied for a Critchfield wants to know the outcome, they can contact him.

VII. Adjournment

The meeting was adjourned at approximately 1:30 PM.

Respectfully submitted,

Scott Hewit
Vice President and Secretary

Subject: Corrected Minutes of A&S Meeting, April 13, 1999

Date: Mon, 17 May 1999 10:04:13 -0400

From: Donald Davison <DDavison@Rollins.Edu>

Organization: Rollins College

To: Donald.Davison@Rollins.Edu

To: Members of the Arts and Sciences Faculty
From: Scott Hewit, Vice President and Secretary
Date: April 20, 1999
Subj: Minutes of the Faculty Meeting, April 13, 1999
Approved, as Corrected on May 4, 1999

I. Call to Order

The April 13, 1999 meeting of the Arts and Sciences Faculty was called to order by Scott Hewit at 12:45PM. Those in attendance were Mark Anderson, Pedro Bernal, Gay Biery-Hamilton, Erich Blossey, Bill Boles, Wendy Brandon, Sharon Carnahan, Gloria Child, Doug Child, Donna Cohen, Tom Cook, Don Davison, Joan Davison, Nancy Decker, Larry Eng-Wilmot, Rick Foglesong, Elise Friedland, Lynda Glennon, Yudit Greenberg, Don Griffin, Naomi Harrison, Bill Hepburn, Scott Hewit, Alicia Homrich, John Houston, Richard James, Jill Jones, Steve Klemann, David Kurtz, Harry Kypraios, Susan Lackman, Barry Levis, Susan Libby, Margaret McLaren, Ruth Mesavage, Bob Moore, Joe Nassif, Pedro Pequeno, Steve Phelan, Judy Provost, Karl Peters, Kathleen Reich, Phil Roach, Ed Royce, Maria Ruiz, Eric Schutz, Anne Skelley, Jim Small, Robert Steen, Marilyn Stewart, Luis Valdes, Larry Van Sickle, Manuel Vargas, Richard Vitray, Bonnie Walker, Leigh Ann Wheeler, Gary Williams, Wenxian Zhang.

No students were in attendance.

II. Approval of Minutes

The minutes of the March 16, 1999 meeting were approved as distributed.

III. Announcements and Information

1. John Houston asks that the Quality of Life survey be completed and returned to the box in the lobby before leaving the building.
2. Executive Committee has asked the Academic Affairs Committee to study the relationship between minors/concentrations and the overall college curriculum and report back to the EC during the fall semester.
3. A subcommittee of the Executive Committee has been created to study intellectual life at Rollins. Rick Foglesong has agreed to chair this subcommittee, which will look at the speaker series and other campus events which might enhance the intellectual climate here.
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6. Sunday April 18 is Faculty Day at the Ballgame. The game vs. St. Leo is at 1 PM. 25 people are needed to go forward with the BBQ.

IV. Old Business

None.

V. New Business

B. Elections to Governance Offices

Scott Hewitt changed the order of the day so that election ballots could be counted. Phil Roach distributed ballots to those who did not pick them up at the door. The floor was opened for nominations for each office. None were offered for the offices of President or Vice President/Secretary. None were offered for positions on the Academic Affairs Committee or the Professional Standards Committee. Erich Blosssey and Joan Davison were nominated for positions on the Finance and Service Committee.

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A. Proposed Changes to the Bylaws (see attachments)

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2. Faculty Appointments (Article VIII)

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David Kurtz explained that the intent was to propose a 6 yr. limit for visiting appointments and a 7 yr. limit for tenure track appointments. All tenure track positions would be the result of national searches.

Don Griffin asked if the intent was to treat a person who has been here for 12 years as if s/he had only been here 6 years, and David responded that no, the FEC will make a decision based on the same criteria as they always have.

Jill Jones asked if this meant that a person could be in a non-tenured position for 13 years, and David responded that a person can go up for tenure earlier if they wish. After a few more questions about what the intent really is, David reasserted that the candidate in these cases should have the freedom to decide the best time to go up for tenure.

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The motion was carried unanimously.

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1. Jewish Studies Minor (see attachment)

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VI. Reports

Student Life (John Houston)

John invited faculty to click on the Student Life webpage and see the results of the Faculty Satisfaction Survey from last year.

There were no other reports.

Joan Davison requested that the Academic Affairs Committee investigate the issue of how many students are permitted to walk at commencement who do not fulfill graduation requirements. She requested that the committee report how many petitions are being made, how many are being granted, and what criteria are used to make exceptions.

Judy Provost announced that after a national search, Dr. Alicia Homrich had been offered the tenure track position in Counseling.

The results of the election were announced.

David Kurtz announced that if anyone who applied for a Critchfield wants to know the outcome, they can contact him.

VII. Adjournment

The meeting was adjourned at approximately 1:30 PM.

Respectfully submitted,

Scott Hewit
Vice President and Secretary

4/13

VII. Adjournment

Attachments for Arts & Sciences
Faculty Meeting
April 13, 1999

I. Proposed Changes to the Bylaws

I. Presidential Term (Article III, Section 3)

carried (4 yrs)

Rationale: The purpose of this amendment is to permit the President of the Faculty to serve two terms. This would encourage continuity in the office instead of losing her/his accumulated experience.

Old: Section 3. Terms of Office

The term of office of the President of the Faculty of Arts and Sciences shall be for two years, normally beginning on June 1. The President of the faculty may not serve consecutive terms. The term of office of the Vice President/Secretary of the Faculty of Arts and Sciences shall be for two years.

New: Section 3. Terms of Office

The term of office of the President of the Faculty of Arts and Sciences shall be for two years, normally beginning on June 1. The President of the faculty may not serve [more than two] consecutive terms. The term of office of the Vice President/Secretary of the Faculty of Arts and Sciences shall be for two years.

II. Faculty Appointments (Article VIII)

carried

Rationale: The main change is to allow persons who have had visiting appointments at Rollins which were converted to tenure-track more time to prepare for the tenure review. This is accomplished by having separate limits on the length of visiting and tenure-track appointments. In the process of making this change the material has been reorganized somewhat and the requirement ("shall") for national searches for tenure track appointments has been changed to "should" to reflect our current practice.

Old:

A. FACULTY APPOINTMENTS

Section 1. New Appointments

Faculty appointments may be made to tenure-track or visiting positions. Initial appointments of tenure-track faculty shall normally be for a two-year period. All faculty appointments shall be made by the President upon recommendation of the Provost and the appropriate Dean(s) or Director(s). All tenure-track appointments shall be made as the result of national searches.

The department to which the candidate will be appointed will usually conduct the search, though a special search committee may be established where appropriate. Search committees shall have one faculty member from outside the department who will be appointed by the appropriate Dean(s) or Director(s) in consultation with the department. The appointee will be a voting member of the search committee. The recruitment and selection of candidates for faculty appointments will conform with the equal employment opportunity and affirmative action policies of the College.

The Dean(s) or Director(s) shall not recommend the appointment of anyone of whom a majority of the tenured and tenure-track members of the appointee's department disapproves. If a new appointment must be made when a majority of the members of the department cannot be consulted, the Dean(s) or Director(s) may recommend no more than a one-year visiting appointment.

Section 2. Reappointments

The normal pattern for a full pre-tenure probationary period for a tenure-track faculty member without credit for prior experience is three consecutive appointments of two, three, and two years respectively. However, departments may recommend reappointment contracts of one year, two years, or three years, subject to the concurrence of the appropriate Dean(s) or Director(s). However, no reappointment may last beyond seven successive years without granting tenure. All appointments, reappointments, and visiting appointments made during a faculty member's probationary period are terminal appointments for not more than three years.

Reappointment evaluations are conducted by the Department Evaluation Committee which consists of the Chair of the Department and a minimum of two additional tenured members of the department, without excluding tenured members who wish to serve. Reappointments shall be made by the President only with the approval of the Department Evaluation Committee and a majority of the tenured and tenure-track members of the department, after review by the appropriate Dean(s) or Director(s), and the Provost.

In the case of a notice of non-reappointment for a second contract period, candidates must be notified in writing by December 15 of the last year of the first appointment contract.

In all other cases of non-reappointment, candidates must be notified in writing by May 31 of the academic year preceding the last contractual year.

{Skip to Section 'D' }

D. PROCEDURES FOR TENURE EVALUATION AND PROMOTION TO PROFESSOR

Section 1. Notification of the Candidate

In April of each year, the appropriate Dean(s) or Director(s) write those faculty members eligible for tenure review and/or promotion evaluation the following fall. Normally a candidate is eligible for the awarding of tenure in his or her seventh year at Rollins (and as early as their fourth year at Rollins if he or she has had previous teaching experience). Individuals with three years full-time experience at the assistant professor level or higher at other institutions may be appointed to tenure after their fifth year at Rollins. Individuals with four or more years full-time service at the assistant professor level or higher at other institutions may be appointed to tenure after their fourth year at Rollins. Candidates seeking evaluation must inform the

appropriate Dean or Director in writing. The Dean or Director then provides them with a timetable for the evaluation process and a description of the materials each candidate must assemble for the evaluation file (the professional assessment statement, course syllabi, samples of exams and other assignments, samples of written work, and any other information the candidate deems relevant to the evaluation). The candidate must submit these materials to the department chair by June 15. The Dean or Director also notifies the department chair of the candidate's intention to undergo review.

New:

A. FACULTY APPOINTMENTS

Section 1. New Appointments

Faculty appointments may be made to tenure-track or visiting positions. [No tenure-track appointment may last beyond seven consecutive years without granting tenure. No visiting faculty appointment may last beyond six consecutive years.] Initial appointments of tenure-track faculty shall normally be for a two-year period. All faculty appointments shall be made by the President upon recommendation of the Provost and the appropriate Dean(s) or Director(s). All tenure-track appointments [should] be made as the result of national searches.

The department to which the candidate will be appointed will usually conduct the search, though a special search committee may be established where appropriate. Search committees shall have one faculty member from outside the department who will be appointed by the appropriate Dean(s) or Director(s) in consultation with the department. The appointee will be a voting member of the search committee. The recruitment and selection of candidates for faculty appointments will conform with the equal employment opportunity and affirmative action policies of the College.

The Dean(s) or Director(s) shall not recommend the appointment of anyone of whom a majority of the tenured and tenure-track members of the appointee's department disapproves. If a new appointment must be made when a majority of the members of the department cannot be consulted, the Dean(s) or Director(s) may recommend no more than a one-year visiting appointment.

Section 2. Reappointments

The normal pattern for a full pre-tenure probationary period for a tenure-track faculty member without credit for prior experience is three consecutive appointments of two, three, and two years respectively. However, departments may recommend reappointment contracts of one year, two years, or three years, subject to the concurrence of the appropriate Dean(s) or Director(s). [All appointments and reappointments made during a faculty member's probationary period are terminal appointments for not more than three years. Visiting appointments are for not more than three years.]

Reappointment evaluations are conducted by the Department Evaluation Committee which consists of the Chair of the Department and a minimum of two additional tenured members of the department, without excluding tenured members who wish to serve. Reappointments shall be made by the President only with the approval of the Department Evaluation Committee and a majority of the tenured and tenure-track members of the department, after review by the appropriate Dean(s) or Director(s), and the Provost.

In the case of a notice of non-reappointment for a second contract period, candidates must be notified in writing by December 15 of the last year of the first appointment contract.

In all other cases of non-reappointment, candidates must be notified in writing by May 31 of the academic year preceding the last contractual year.

{SKIP TO SECTION "D" FOR NEXT SET OF CHANGES}

D. PROCEDURES FOR TENURE EVALUATION AND PROMOTION TO PROFESSOR

Section 1. Eligibility for Tenure

[Normally a candidate is eligible for the awarding of tenure in his or her seventh year of a tenure-track appointment at Rollins, with the possibility for earlier consideration if the candidate has had prior experience. Individuals with three years full-time experience at the assistant professor level or higher at other institutions may be awarded tenure in their sixth year at Rollins. Individuals with four or more years full-time experience at the assistant professor level or higher at other institutions may be awarded tenure in their fifth year at Rollins. Individuals who have had full-time experience at the assistant professor level or higher at Rollins in a visiting position may use their Rollins visiting experience as tenure-track, or may utilize up to the full seven year tenure-track probationary period.]

Section 2. Notification of the Candidate

[The review for tenure or promotion is done in the year preceding the award.] In April of each year, the appropriate Dean(s) or Director(s) write those faculty members eligible for tenure review and/or promotion evaluation the following fall. Individuals with three years full-time experience at the assistant professor level or higher at other institutions may be appointed to tenure after their fifth year at Rollins. Individuals with four or more years full-time service at the assistant professor level or higher at other institutions may be appointed to tenure after their fourth year at Rollins. Candidates seeking evaluation must inform the appropriate Dean or Director in writing. The Dean or Director then provides them with a timetable for the evaluation process and a description of the materials each candidate must assemble for the evaluation file (the professional assessment statement, course syllabi, samples of exams and other assignments, samples of written work, and any other information the candidate deems relevant to the evaluation). The candidate must submit these materials to the department chair by June 15. The Dean or Director also notifies the department chair of the candidate's intention to undergo review.

[Renummer the following sections.]

II. The Minor in Jewish Studies

(adopted)

Statement of Purpose

Jewish Studies is the academic investigation of the religion, history, and culture of the Jewish people and the study of the interaction of this culture with the civilizations of the world. Jewish Studies is a well-established academic discipline with programs in over 500 colleges and universities and with 150 endowed chairs across the nation. It is a